

CCPOA Unit 6
VALUE OF STATE'S
3 YEAR PACKAGE OFFER
(estimated cost in millions)

Fiscal Year	2007-2008		2008-2009		2009-2010		Total Incremental Cost	Total Increase to Payroll
	Est. Amt in millions	% of Payroll	Est. Amt in millions	% of Payroll	Est. Amt in millions	% of Payroll	Est. Amt in millions	% of Payroll
<u>Rank & File</u>								
Base Salary Increase by	\$146.7	5.00%	\$154.0	5.00%	\$161.7	5.00%	\$462.4	15.00%
Health Benefits 85/80	\$29.5	1.01%	\$28.8	0.94%	\$25.9	0.80%	\$84.2	2.75%
Shift Differential	\$12.3	0.42%	\$14.2	0.46%	\$0.0	0%	\$26.5	0.88%
Uniform Allowance	\$5.6	0.19%	\$3.5	0.11%	\$0.0	0%	\$9.1	0.30%
R & R, Housing Stipend	\$11.7	0.40%	\$0.0	0%	\$0.0	0%	\$11.7	0.40%
R & R, Annual \$2400	\$8.1	0.28%	\$0.0	0%	\$0.0	0%	\$8.1	0.28%
New Recruit Bonus*	\$7.3	0.25%	\$0.0	0%	\$0.0	0%	\$7.3	0.25%
Total Rank & File	\$221.2	7.55%	\$200.5	6.51%	\$187.6	5.80%	\$609.3	19.86%
1 % of Payroll		\$29.3		\$30.8		\$32.3		
Total Excluded	\$43.3		\$39.8		\$40.1		\$123.2	
Total Package	\$264.5		\$240.3		\$227.7		\$732.5	

* Calculated at maximum exposure. Number of recruits may vary.